

Chief, Mediterranean Bureau

14 September 1948

Chief, FBIB

Cyprus Laws

1. Reference is made to your memorandum of 5 August 1948, to Chief, FBIB, subject as above.

2. The following Cypriot laws, orders and regulations forwarded to this office by you have been reviewed by the Office of the General Counsel:

- a. Workmen's Compensation (1942)
- b. Trade Unions and Trade Disputes (1941)
- c. Minimum Wage (1941)
- d. Trades and Industries Regulations (1941)
- e. Trade Disputes (Conciliation, Arbitration, Inquiry) (1941)
- f. Employment of Women During the Night (1932-38)
- g. Summer Afternoon Recess (1938)

3. Comments prepared and submitted by the Office of the General Counsel with reference to the above are quoted herein for your guidance:

- a. First, it should be noted that the law applies to workmen under the Crown, and therefore equally to all employees on our station. It should be understood that the Cypriot Workmen's Compensation Law applies only to persons who are non-citizens of the United States and who are employed by us in Cyprus. United States and Canadian citizens come within the protection of the United States Compensation Laws. Since Cyprus is a British Crown Colony, it is possible that Canadians might technically come within the scope of both the United States and Cypriot laws. The U. S. Bureau of Employee's Compensation will reduce its award to the extent of any payments made under Cypriot law, however, and double compensation will be avoided. Under § 17 of the Cypriot law, a compensation agreement could be negotiated on the basis of United States rates.

This document is part of classified
interoffice file.

If removed from file, document is
unclassified.

This document part of classified
interoffice file. NAME/CHECK required
prior to individual classification action.

25X1

To Chief, Mediterranean Bureau

14 September 1948

b. All claims (both citizen and non-citizen) will be submitted to the United States Bureau of Employees' Compensation, on the usual forms. United States and Canadian citizens will then receive the benefits of the United States law. The benefits of Cypriot law will be applied to claims of non-citizens (other than Canadians) by the U. S. Bureau of Employees' Compensation. The Bureau has informed us, however, that the Cypriot law will be applied in substance, but not necessarily in procedure. In no event, will a claimant receive less than the minimum benefits of the Cypriot law, but in some cases, he may receive more. Attention is directed to the provision of the Cypriot law wherein--among other exclusions--the employer is only liable for compensation when the workman is incapacitated (totally, or partially) for a period of more than seven consecutive calendar days. However, the provision excluding all persons with a salary in excess of £ 250 per year will not be applied by the United States Bureau. No employee, then, will be denied compensation solely on the basis of salary.

c. The United States Bureau, of course, relies heavily on the statements of witnesses. It will redound to the benefit of the employees if all personnel understand the importance of securing clear, concise statements from everyone who either witnessed the accident or arrived immediately after it occurred.

d. § 27 of the Cypriot law indicates that the Governor in Council may require an employer or class of employers to insure themselves for the protection of the workers. If the appropriate colonial official determines that this organization falls within such a category, it should be pointed out that the United States Government acts as a self-insurer and, if necessary, a specific exemption should be secured.

e. There are various provisions in the Cypriot law requiring the posting of procedural instructions for filing claims and for giving notice to local officials in cases of injury and death. The procedural instructions should indicate that claims will be filed with the U. S. Bureau of Employees' Compensation. Minor conflicts between specific provisions of the law and the actual practice in our situation can very probably be settled without difficulty.

0-22050100

